

EXHIBIT 22

Management-eyes-only

DRAFT 6/16/05

Goals Proposal

This proposal would be effective mid-year FY2006, contingent upon the implementation of the final rules package on claim limitations, IDS practice, and continuing applications.

1. Examiner Production Goals

- A. The GS-12 Hours per Production Unit Goals are set by the attached listing by class and subclass.
- B. [Is this part necessary?] The Relative Complexity For the Technology Centers shall be:

<u>TC</u>	<u>GS-12 AVG.</u>	<u>Rel. Complex. (Volume Weighted)</u>
TC1600	22.5	.974
TC1700	21.0	.909
TC2100	31.1	1.346
TC2600	27.1	1.173
TC2800	21.1	.913
TC3600	20.4	.883
TC3700	18.5	.801
Corps Avg	23.1	1.000

Note : Corps volume weighted average for FY04 = 22.1

Note: Above does not include Plant and Design Cases

Plants – GS-12 goal is 11.6 hrs/PU

Designs – GS-12 goal is 6.6 hrs/PU

- C. The Productivity factors for grades and authority levels for GS-1224 examiner shall be:

GS-5	.55		
GS-7	.70	GS-14 (PSA)	1.25
GS-9	.80	GS-14 (PSA + Sr)	1.30
GS-11	.90	GS-14 (FSA)	1.35
GS-12	1.00	GS-15 (FSA +Sr +M)	1.40
GS-13	1.15	GS-15 (FSA + PhD)	1.50
GS-13 (PSA)	1.25	GS-15 (FSA + Generalist)	1.50
GS-13 (PSA)	1.25	GS-15 (FSA + Expert)	1.50

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D. The Productivity factors for grades and authority levels for GS-1226 examiners shall be:

GS-5.	.48	GS-12	1.0
GS-7	.64	GS-13 (PSA)	1.14
GS-9	.80	GS-14 (FSA)	1.24
GS-11	.88		

E. The examiner's goal for each case is set by dividing the GS-12 goal by their current productivity factor.

F. [Is this part necessary, or part of something else?] An achievement at least halfway between the goal for the next higher grade and the goal for the present grade over a period of six months shall be deemed *prima facie* evidence of performance in productivity qualifying for promotion.

G. [Is this part necessary, or part of something else?] In any of the last three biweeks of a promotion period, if the employee's production achievement is equal to, or greater than, 3 times the expectancy for their grade level (i.e. end loading situation) the promotion period may be extended to ensure the employee's ability to achieve the goals of the promotion level.

H. [Is this part necessary, or part of something else?] Achievement of at least 95% of an assigned goal shall be deemed *prima facie* evidence of an acceptable level of competence in the area of productivity for purposes of granting a within-grade increase. An achievement below 95% of an assigned goal shall be deemed *prima facie* evidence that the level of competence in the area of productivity is not acceptable for purposes of granting a within-grade increase unless there are extenuating circumstances, which justify the achieved production level.

WkGrp	GS12 Hrs/PU	Total claims FY04	Total claims <10	Total claims >21	Pus FY04	claims adj	Hrs/PU chng	PU gain/loss	new Hrs/PU
1640	26.3	16.2%		55.5%	6,559.3	-0.100	0.900	728.8	23.7
1610	18.8	15.3%		54.9%	5,619.5	-0.100	0.900	624.4	16.9
1630	26.7	15.0%		53.8%	7,081.0	-0.100	0.900	786.8	24.0
1650	24.0	16.3%		52.1%	4,749.0	-0.100	0.900	527.7	21.6
3620	31.6	14.8%		50.7%	6,234.0	-0.100	0.900	692.7	28.4
2140	32.8	8.7%		50.6%	2,432.0	-0.100	0.900	270.2	29.5
2170	32.5	10.2%		49.7%	6,356.8	-0.100	0.900	706.3	29.3
3730	19.3	16.7%		48.9%	7,283.3	-0.100	0.900	809.3	17.4
2150	33.4	11.9%		48.9%	3,256.8	-0.100	0.900	361.9	30.1
2660	29.7	13.7%		47.6%	5,386.3	-0.070	0.930	405.4	27.6
2120	31.1	12.2%		47.5%	5,189.5	-0.070	0.930	390.6	28.9
2130	32.2	12.2%		46.0%	4,103.0	-0.070	0.930	308.8	29.9
1620	18.9	21.8%		45.5%	6,978.8	-0.070	0.930	525.3	17.6
2160	10.2%	45.2%		0.0	-0.070	0.930			
2180	32.4	12.1%		44.9%	4,371.0	-0.070	0.930	329.0	30.1
2680	26.9	16.5%		44.2%	4,870.5	-0.070	0.930	366.6	25.0
1710	19.5	19.9%		42.9%	6,408.8	-0.070	0.930	482.4	18.1
2110	32.4	14.3%		42.6%	2,157.5	-0.070	0.930	162.4	30.1
1760	21.9	19.8%		42.6%	6,718.0	-0.070	0.930	505.7	20.4
2890	0.0	17.4%		42.3%	0.0	-0.070	0.930		
1750	21.0	20.2%		41.8%	7,783.3	-0.070	0.930	585.8	19.5
2630	26.1	18.7%		41.7%	5,803.3	-0.070	0.930	436.8	24.3
2880	21.2	19.6%		40.7%	2,323.5	-0.040	0.960	96.8	20.4
1770	22.5	21.2%		40.3%	6,358.8	-0.040	0.960	264.9	21.6
3760	18.7	22.4%		40.2%	6,077.0	-0.040	0.960	253.2	18.0
2640	26.6	18.8%		39.4%	4,102.0	-0.040	0.960	170.9	25.5
3660	24.0	21.3%		39.0%	3,069.0	-0.040	0.960	127.9	23.0
2620	29.9	19.0%		38.4%	4,323.8	-0.040	0.960	180.2	28.7
2670	29.9	19.8%		37.3%	4,398.0	-0.040	0.960	183.3	28.7
2610	27.8	25.5%		37.2%	4,878.3	-0.040	0.960	203.3	26.7
1740	20.3	22.6%		37.0%	6,518.0	-0.040	0.960	271.6	19.5
1720	20.9	24.9%		36.2%	5,482.0	-0.040	0.960	228.4	20.1
3710	20.2	25.5%		36.0%	4,437.8	-0.040	0.960	184.9	19.4
2810	22.0	21.7%		35.8%	15,750.3	-0.040	0.960	656.3	21.1
2870	21.6	23.4%		35.7%	14,071.8	-0.040	0.960	586.3	20.7
2850	21.8	23.9%		35.4%	10,630.5	-0.040	0.960	442.9	20.9
2820	22.2	23.3%		35.2%	11,293.8	-0.040	0.960	470.6	21.3
1730	21.8	25.0%		34.2%	4,494.5	-0.010	0.990	45.4	21.6
2860	24.4	29.8%		33.6%	2,392.5	-0.010	0.990	24.2	24.2
2650	25.7	23.7%		33.4%	4,679.0	-0.010	0.990	47.3	25.4
3650	20.7	27.7%		32.2%	3,685.5	-0.010	0.990	37.2	20.5
3670	17.5	27.0%		31.3%	7,774.0	-0.010	0.990	78.5	17.3
2190	13.0%	30.3%		0.0	-0.010	0.990			
2840	20.1	28.6%		29.5%	784.5	-0.010	0.990	7.9	19.9
3750	18.2	27.8%		29.5%	5,202.8	-0.010	0.990	52.6	18.0
3640	18.1	27.8%		29.3%	3,649.0	-0.010	0.990	36.9	17.9
3720	18.0	31.1%		28.7%	11,616.5	-0.010	0.990	117.3	17.8
3630	17.1	29.4%		28.6%	5,864.5	-0.010	0.990	59.2	16.9
3740	19.6	27.6%		28.5%	10,990.5	-0.010	0.990	111.0	19.4
2830	19.6	29.0%		26.4%	12,316.3	0.000	1.000	0.0	19.6
3610	17.9	30.3%		24.8%	6,163.3	0.000	1.000	0.0	17.9
3680	19.9	34.0%		20.5%	3,641.0	0.000	1.000	0.0	19.9
1660	12.2	100.0%		0.0%	1,197.0	0.000	1.000	0.0	12.2
2690	26.7	0.0%		0.0%	27.5	0.000	1.000	0.0	26.7
2900	6.6	0.0%		0.0%	0.0	0.000	1.000		
3690	0.0	0.0%		0.0%	0.0	0.000	1.000		
Corps	20.8			297,533.8				14,945.7	
								5.02%	